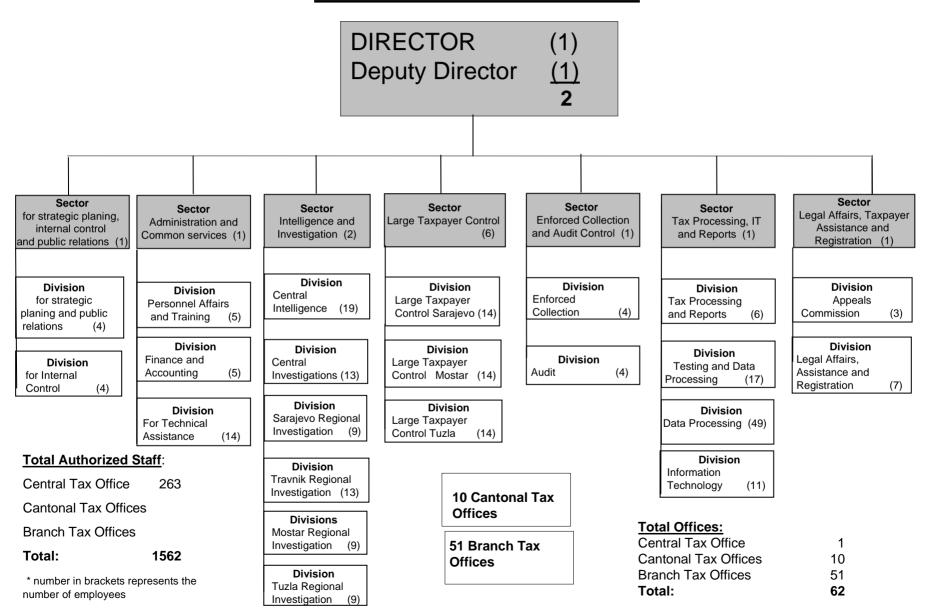
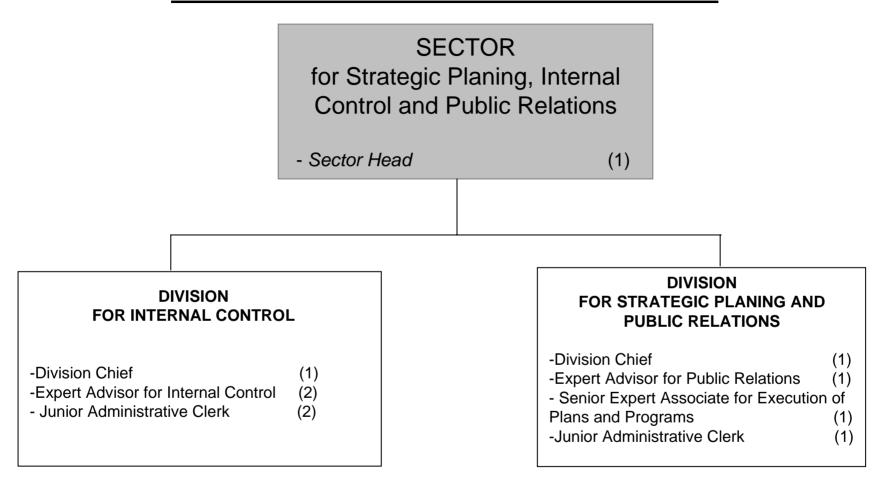


ORGANIZATIONAL CHART – CENTRAL OFFICE FBIH TAX ADMINISTRATION



ORGANIZATIONAL CHART – SECTOR FOR STRATEGIC PLANING, INTERNAL CONTROL AND PUBLIC RELATIONS



ORGANIZATIONAL CHART SECTOR FOR ADMINISTRATIVE AND COMMON SERVICES

SECTOR Administration and Common Services - Sector Head /Assistant Director (1)

DIVISION for PERSONNEL AND TRAINING

- Division Chief (1)
- Expert Advisor for Personnel (1)
- Senior Expert Advisor for **Training** (1)
- Junior Clerk for Personnel Matters (1)
- (1)
- Junior Clerk for Training Matters (1)

Total: 5

DIVISION for FINANCE AND ACCOUNTING

- Division Chief (1)
- Junior Clerk for Financial and Material Bookkeeping (1)
- JuniorClerk for Payroll and Pay Office Operations (1)
- Junior Clerk for Tax ans Special **Excise Stamps** (1)
- Junior Clerk for material
- Bookkeeping and Data Entery (1)

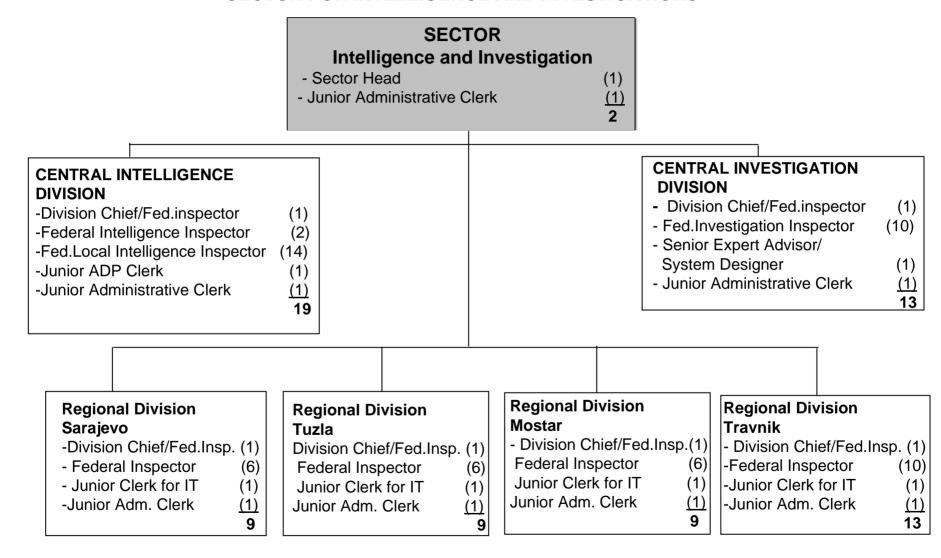
Total:

DIVISION for TECHNICAL ASSISTANCE

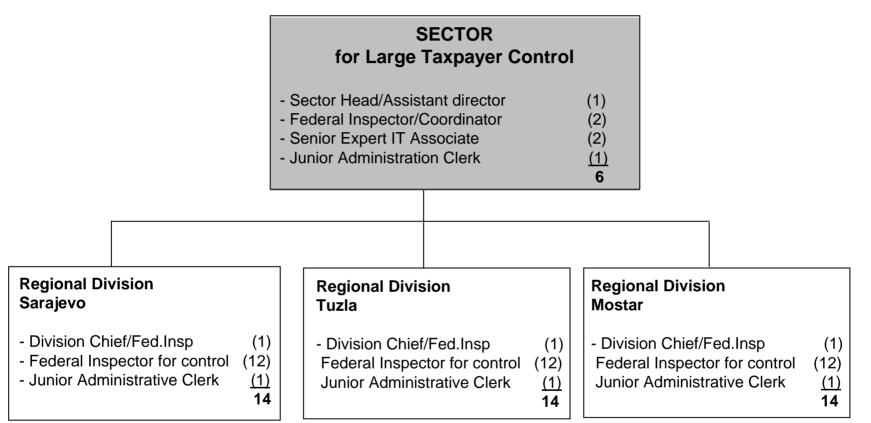
- Division Chief (1)
- Junior Clerk for Technical Assistance
- (1) - Junior Administration Clerk (2)
- (1)
- -Technical Secretary/J.Clerk
- Operator/Typist (3)
- Logistics Officer (1)- Courier (1)
- Driver (2)
- Switch Board Operator (1)
- Cleaner (1)

Total: 14

ORGANIZATIONAL CHART SECTOR FOR INTELLIGENCE AND INVESTIGATIONS

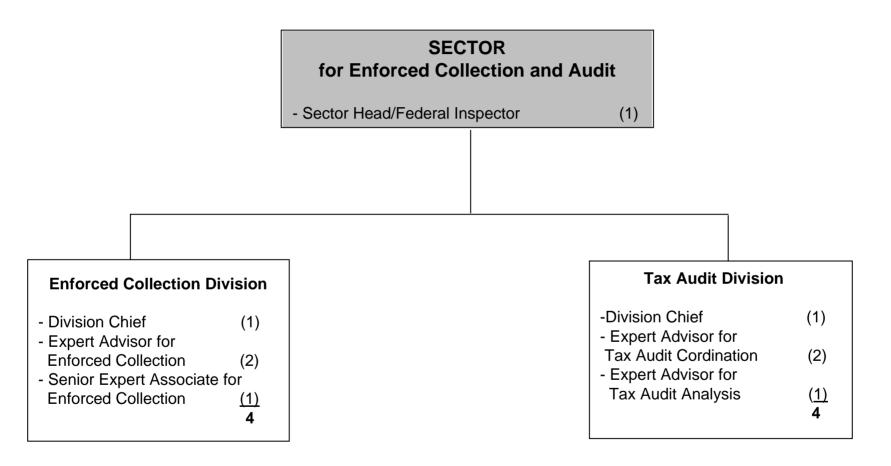


ORGANIZATIONAL CHART SECTOR FOR LARGE TAXPAYERS



48

ORGANIZATIONAL CHART SECTOR FOR ENFORCED COLLECTION AND AUDIT



ORGANIZATIONAL CHART SECTOR FOR TAX PROCESSING, INFORMATION TECHNOLOGY AND REPORTS



Tax Processing and **Reports Division**

- Division Chief (1)
- Senior Expert Advisor for
- Tax Processing
- (2)
- Senior Expert Associate
- (1) for Reports
- Junior Clerk for Reporting
 - <u>(2)</u>

Divison for Testing and Data Procesing

- -Division Chief (1)
- -Senior IT Exp Assoc. (2)
- -Junior Clerk for Data
- (10)Entry
- Junior Clerk for
- Mathematical Corrections (3)
- -Junior Adm.Clerk (1)
 - 17

Division for Document Processing

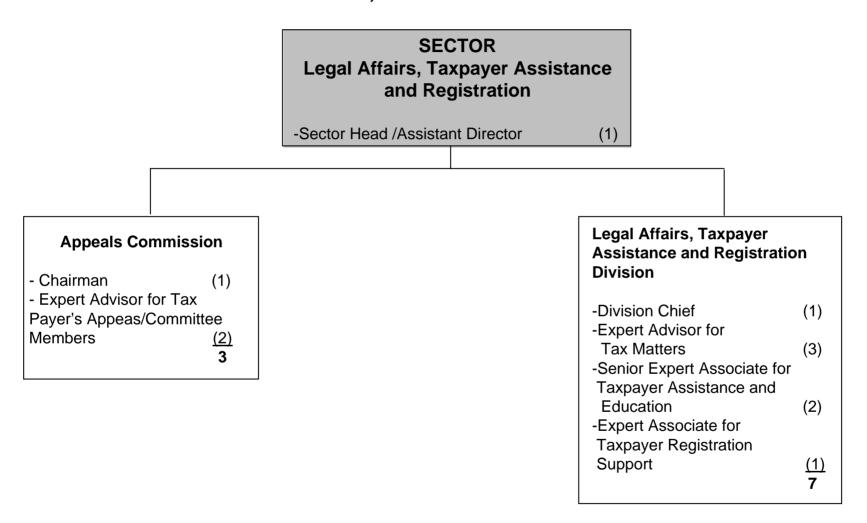
- -Division Chief (1)
- -Expert Advisor/Coordinator
- for Data Enterv (2)
- Senior Expert Associate for Corrections
- (2)
- -Jun.Clerk for Data Entery (33)
- -Junior Clerk for Corrections(9)
- -Junior Admin. Clerk (1) 49

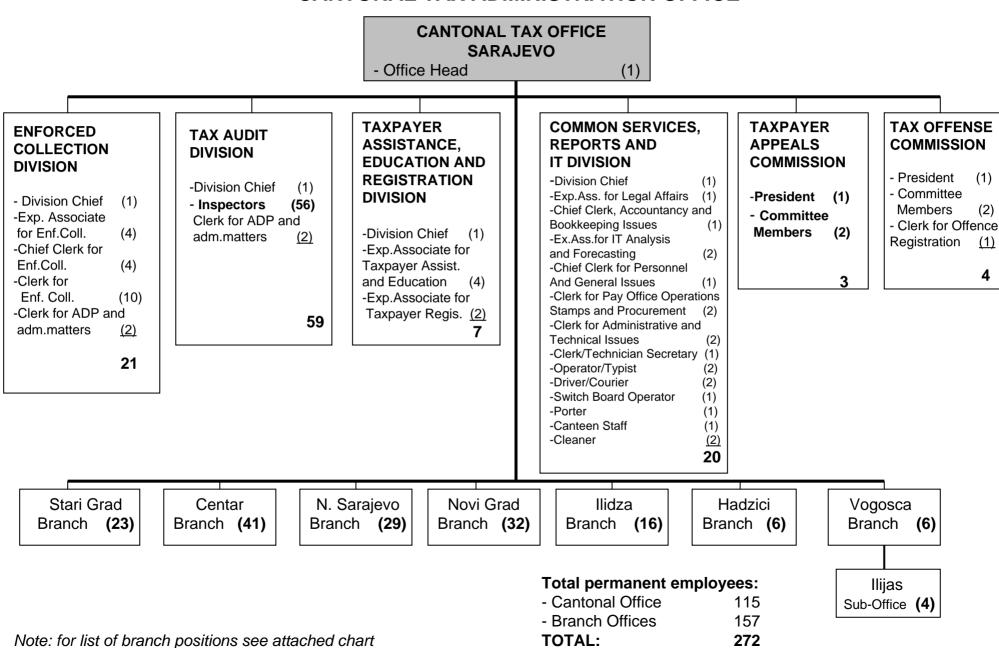
Information Technology Division

- Division Chief (1)
- -Expert Advisor for
- **Programing** (2)
- -Senior Expert Advisor for IT (2)
- -Senior Expert Advisor for
- Implem. And Development of IT
- System (1)
- -Senior Expert Associate -Programer
- (2)-Expert Assoc.for Data Base (1)
- -Expert Associate for Network
- and Commun.Support (1)
- -Junior Clerk for Hardware and **Network Maintenance** (2)

12

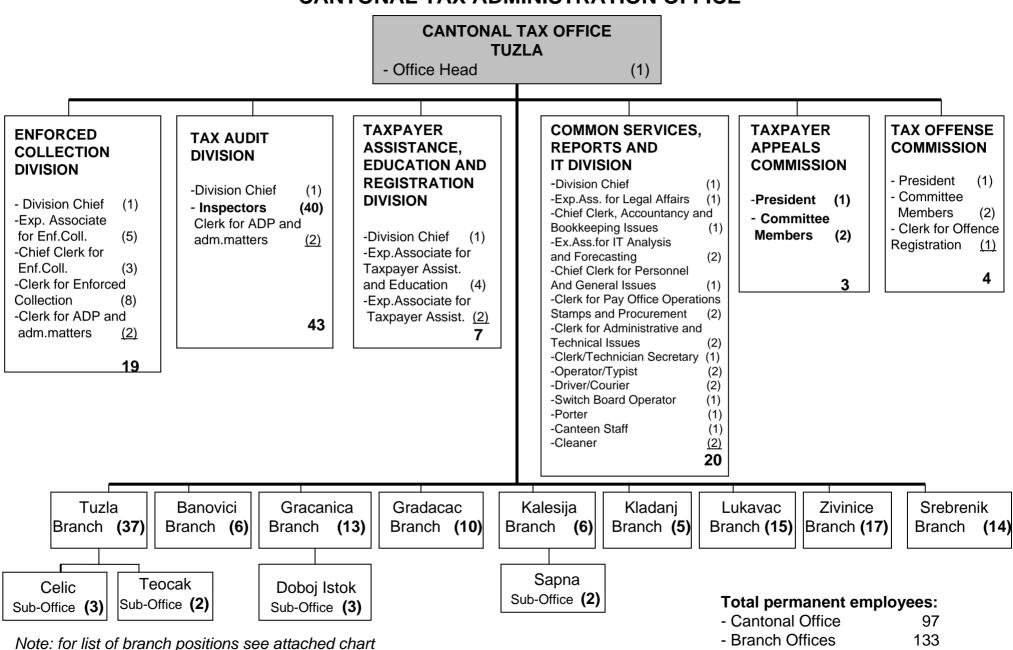
ORGANIZATIONAL CHART SECTOR FOR LEGAL AFFAIRS, TAXPAYER ASSISTANCE AND REGISTRATION





TOTAL:

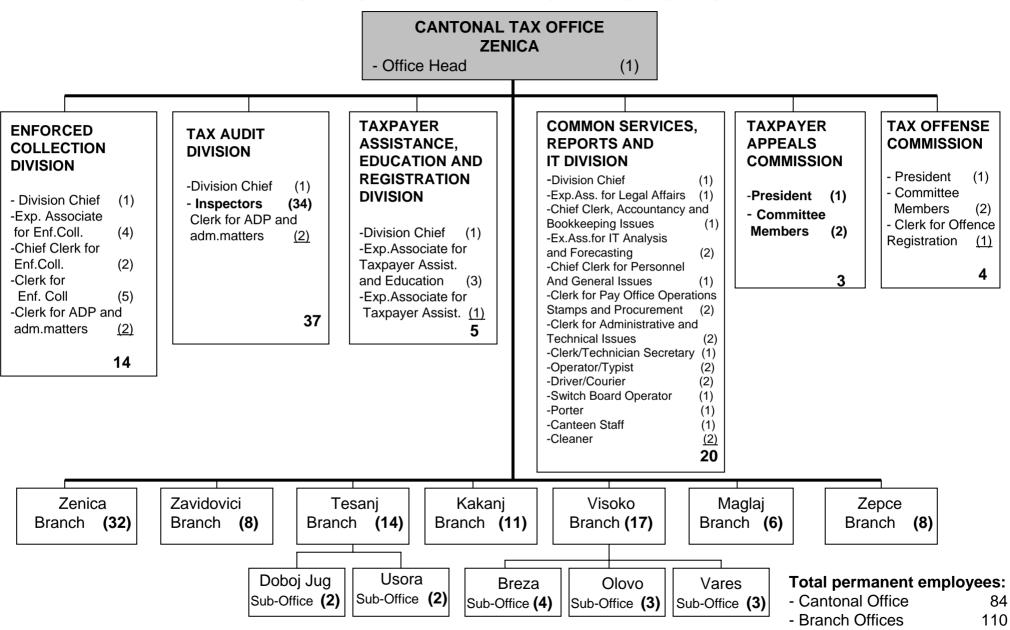
230



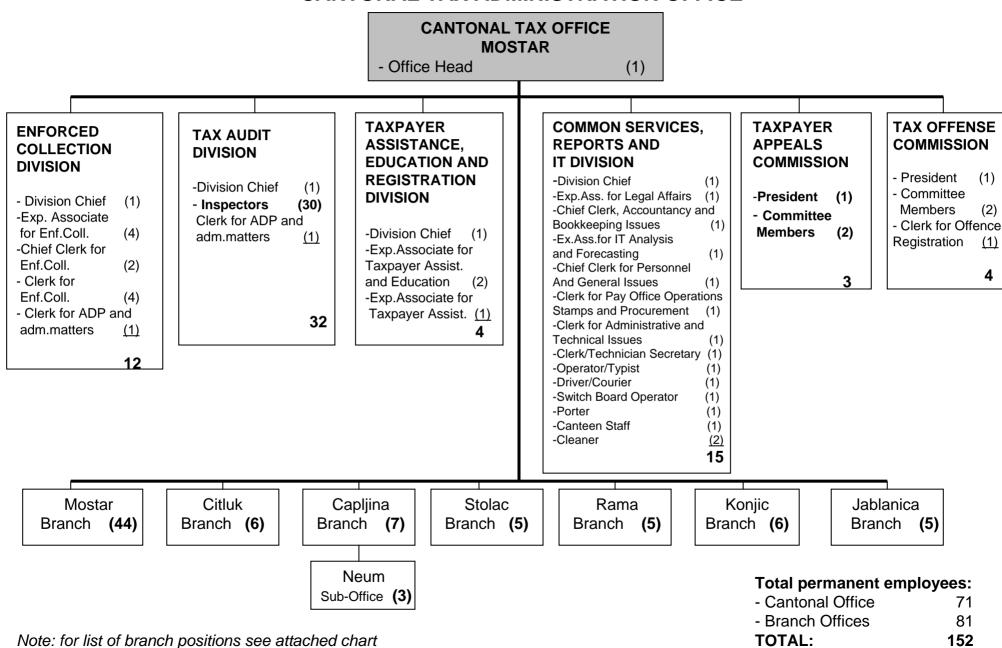
TOTAL:

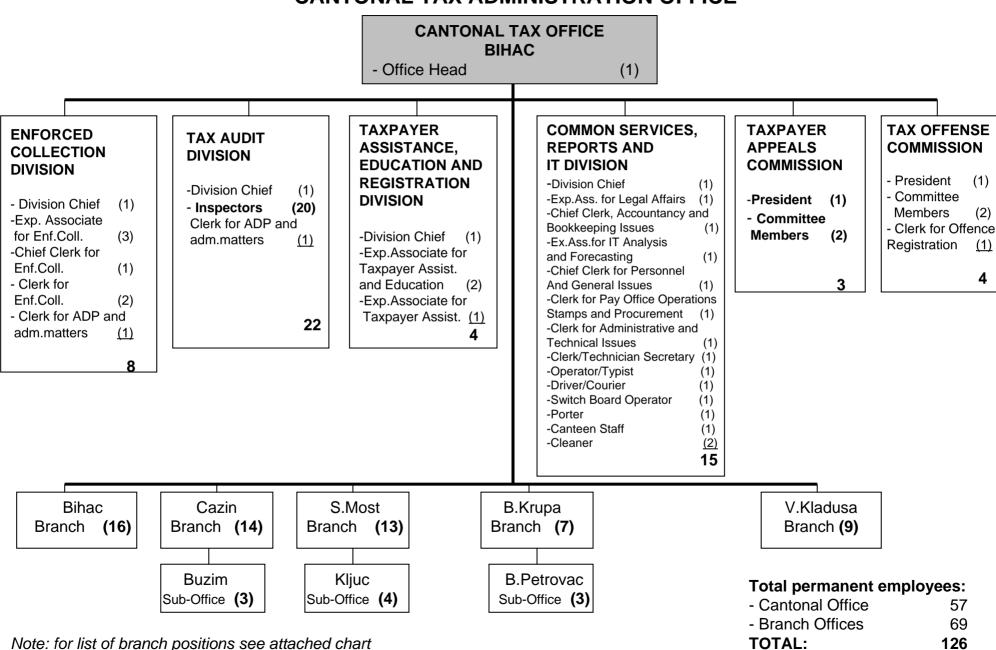
194

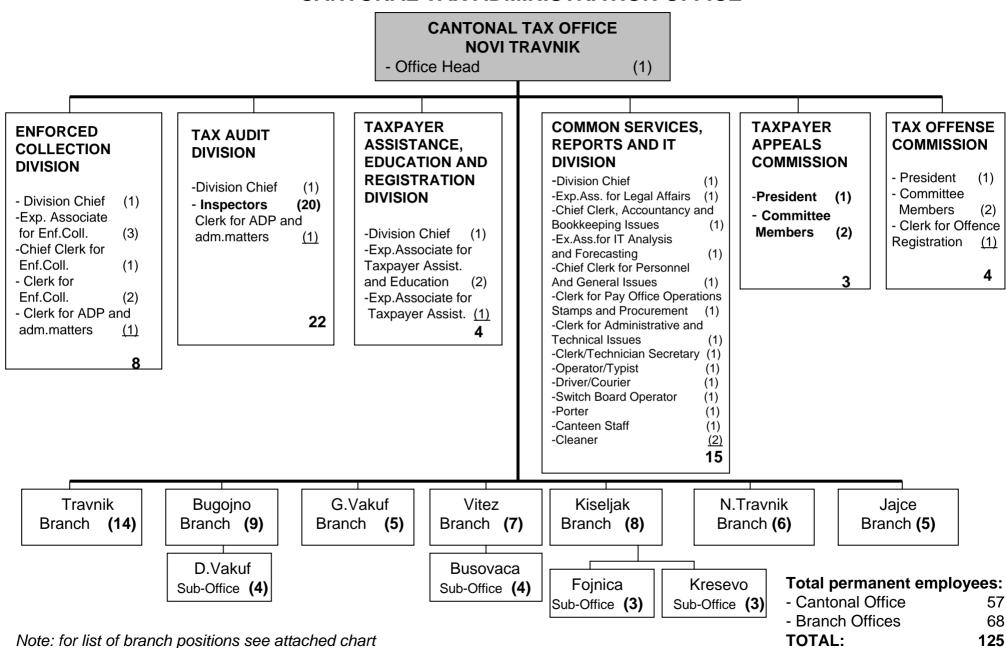
CANTONAL TAX ADMINISTRATION OFFICE

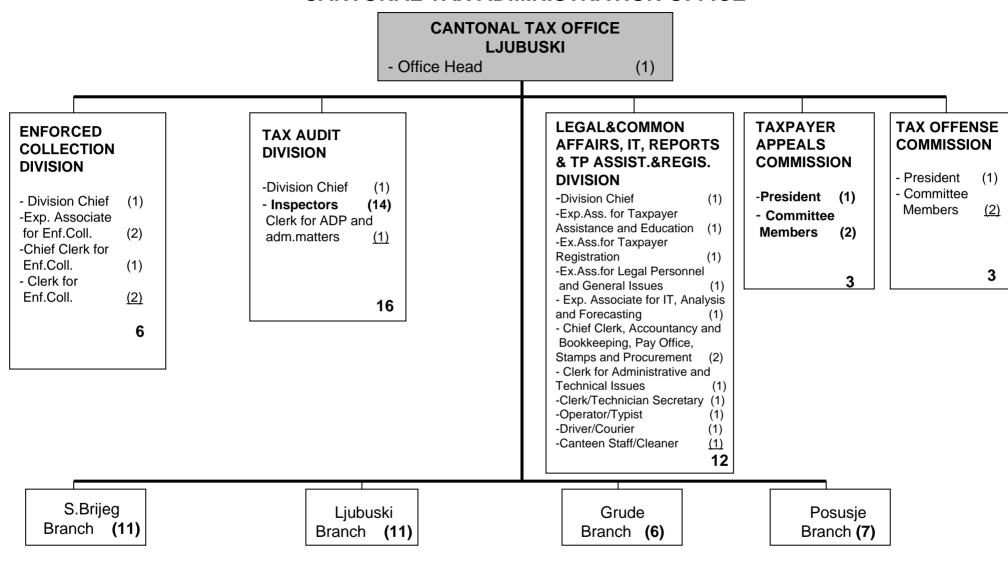


Note: for list of branch positions see attached chart





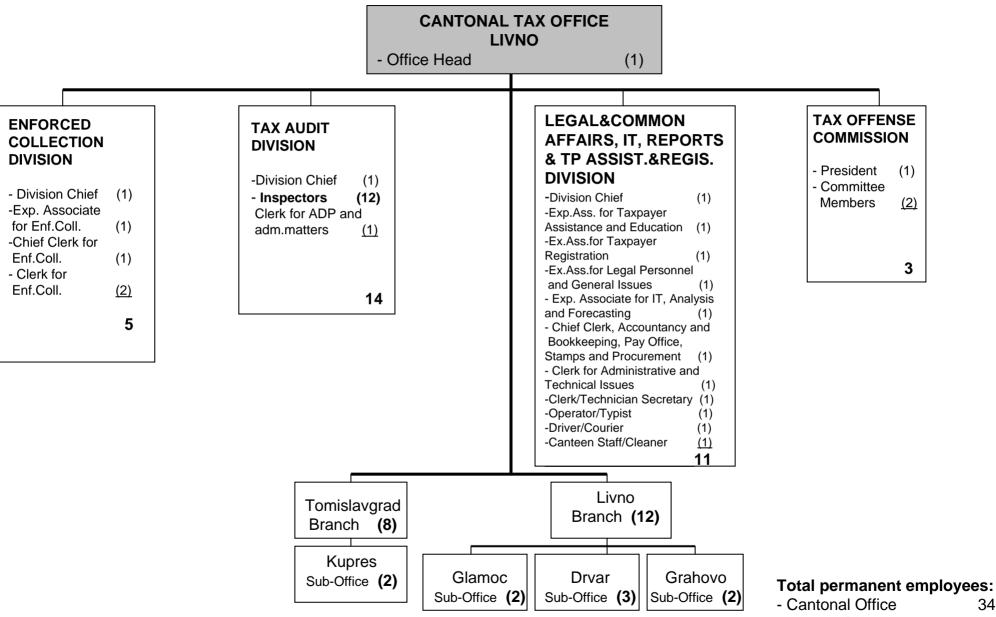




Total permanent employees:

- Cantonal Office 41 - Branch Offices 35 **TOTAL: 76**

Note: for list of branch positions see attached chart

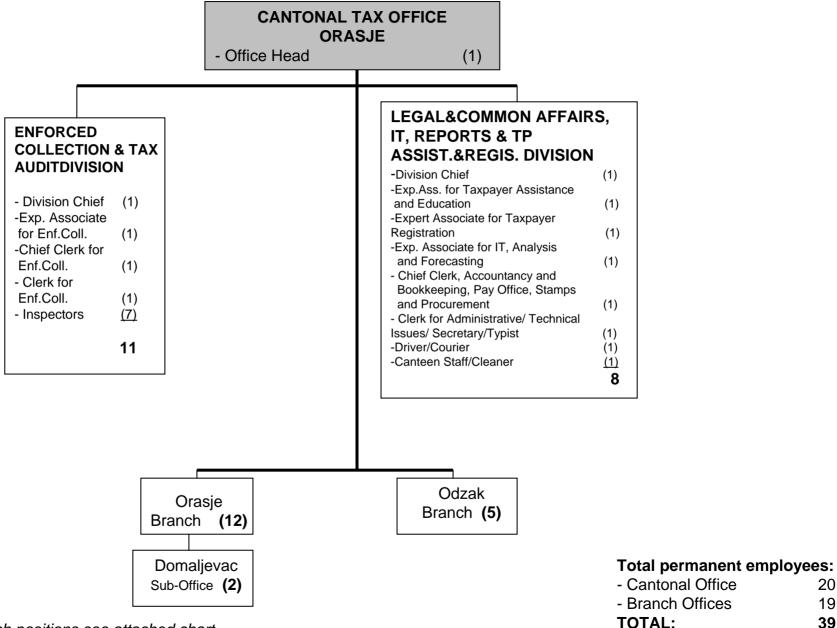


Note: for list of branch positions see attached chart

34

- Branch Offices 29

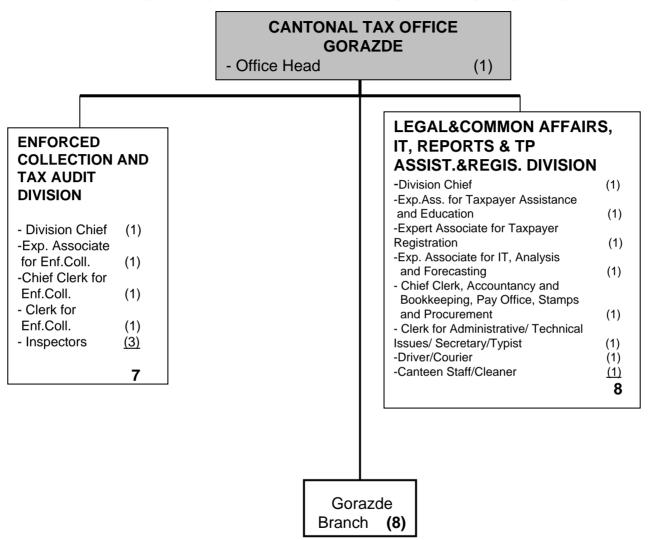
TOTAL: 63



Note: for list of branch positions see attached chart

19 39

20



Total permanent employees:

- Cantonal Office	16
- Branch Offices	8
TOTAL:	24

	Number of employees in Tax Adminsitration, by work post, qualific	ation and o	organization	nal units									
4	Work post		Total	Central Office	Regional Office BL BI DO PR SS						ZV TP		
10	Total Director	University	772	135	198	85	94	74	76	54	57		
1	Deputy Director	diploma University	1	1	0	0	0	0	0	0	0		
2	Advisor to Director, Internal Control, and Advisor to Director Appeals	diploma University	1	1	0	0	0	0	0	0	0		
3	and Legal Advisor, Analyses	diploma University	2	2	0	0	0	0	0	0	0		
4	Assistant Director	diploma University	1	1	0	0	0	0	0	0	0		
5	Head of Inspectorate in Central Office	diploma University	11	4	1	1	1	1	1	1	1		
6	Head of Inspectorate, Audit and Collection	diploma University	2	2	0	0	0	0	0	0	0		
7	Inspector—investigator	diploma University	8	0	2	1	1	1	1	1	1		
8	Audit inspector LTP	diploma University	10	10	0	0	0	0	0	0	0		
9	Spokesperson, Tax Adminsitration	diploma University	26	26	0	0	0	0	0	0	0		
10	Field Audit Inspector	diploma University	1	- 1	0	0	0	0	0	0	0		
11	Inspector, Office Audit, legal persons	diploma University	79	0	30	10	11	10	7	5	6		
12	Division Chiefs, Central Office	diploma University	34	0	12	5	5	4	3	3	2		
13	Division Chiefs, Regional Office	diploma University	5	5	0	0	0	0	0	0	0		
14	Coolection Coordinator	diploma University	7	0	1	1	1	1	1	1	1		
15	Chiefs of Division, Local Office	diploma University	5	0	0	1	1	1	1	0	1		
16	Internal Control Inspector	diploma University	47	0	11	5	6	5	9	6	5		
17	Expert Associate, Analyses	diploma University	1	- 1	0	0	0	0	0	0	0		
18	Senior Associate, Central Office	diploma University	2	2	0	0	0	0	0	0	0		
19	Business Secretary to Director, Tax Administration	diploma University	23	23	0	0	0	0	0	0	0		
20	Planning and Analyses Associate	diploma University	1	1	0	0	0	0	0	0	0		
21	Large Taxpayer Collection Analyses Associate	diploma University	1	1	0	0	0	0	0	0	0		
22	Programmer	diploma University	1	1	0	0	0	0	0	0	0		
23	Project and design of information systems	diploma University	4	4	0	0	0	0	0	0	0		
24	IT techincian	diploma University	2	2	0	0	0	0	0	0	0		
25	Inspector – enforced collection team leader	diploma University	7	0	1	1	1	1	1	1	1		
26	Senior Associates, Regional Offices	diploma University	23	0	8	3	3	3	2	2	2		
27	Senior Associates, Local Offices	diploma University	19	0	5	2	2	3	3	2	2		
28	Office audit inspector, physical persons	diploma Associate	25	0	8	1	5	2	4	2	3		
29	System administrator	diploma Associate	41	0	14	7	5	3	5	4	3		
30	Network analyses	diploma Associate	1	1	0	0	0	0	0	0	0		
31	Data-base administrator	diploma Associate	1	1	0	0	0	0	0	0	0		
32	Expert Associate, Enforced collection	diploma Associate	1	1	0	0	0	0	0	0	0		
33	Bookkeeper	diploma Associate	23	0	8	3	3	3	2	2	2		
34	Expert Associate, Collection	diploma Associate	1	1	0	0	0	0	0	0	0		
35	Expert Associate, tax returns processing and receiving	diploma Associate	15	0	7	2	2	1	1	1	1		
36	Archive, Central Office	diploma Associate	56	0	21	9	3	8	9	4	3		
37	Associate, enforced collection	diploma Secondary	1	1	0	0	0	0	0	0	0		
38		school diploma	60	0	20	10	10	6	6	4	4		
	Administrative officer	Secondary school									٦		
39	Technical secretary	diploma Secondary	144	13	39	16	27	14	13	9	13		
40		school diploma	2	2	0	0	0	0	0	0	0		
	Bookkeeper, tax purposes	Secondary school									Ī		
41	Maintanance	diploma Secondary	10	10	0	0	0	0	0	0	0		
42		school diploma	2	2	0	0	0	0	0	0	0		
	Cashier - calculations	Secondary school									٦		
43	Cashier	diploma Secondary	1	1	0	0	0	0	0	0	0		
44		school diploma	7	0	1	1	1	1	1	1	1		
	Technician	Secondary school									Ī		
45	Driver, Central Office	diploma Secondary	8	1	1	1	1	1	1	1	1		
46		school diploma	2	2	0	0	0	0	0	0	0		
	Driver, Regional Office	Secondary school											
47	Typist	diploma Secondary	7	0	1	1	1	1	1	1	1		
48		school diploma	10	1	3	1	1	1	1	1	1		
	House maintanence	Secondary school											
49	Porter	diploma Secondary	1	1	0	0	0	0	0	0	0		
50		school diploma	24	4	4	3	3	3	3	2	2		
	Cook, Central Office	Secondary school											
51	Cleaners	diploma Secondary	3	3	0	0	0	0	0	0	0		
52		school diploma	2	2	0	0	0	0	0	0	0		